

## Diver: Up 10 and Shift

For those of you who have been around in the Diving Navy for quite some time the words "Up ten and shift" do something for you. They may instigate excitement because you know you have some action to take, or maybe they conjure up some stress knowing there is a problem that needs fixing or maybe, for those who have grown accustomed to Navy diving, it is an emotionless signal telling you to change something. However you react, this is to put you on notice. Prepare to "Up ten and shift."

Under CNO's Task Force Excel (TFE) initiative, we in the diving community are preparing for several personnel management and policy changes. These changes will cause stress for some, excitement for others and many of us will simply take it in stride. From my point of view I see how TFE has the potential to help our community in many ways if we work it right.

On 31 October 2002, the Navy stood up the "Diving / EOD" learning center in Panama City, Florida in support of the TFE program. This Learning Center is one of 15 centers designed to manage all of the ratings of the Navy. The new command is in its infancy right now but it is steadily building it's personnel and policies in preparation for taking over management of training of Navy Divers. This management will include the mapping out of divers career paths for us to follow as we choose which duty stations and training we want to pursue, as well as being used to advance us as we successfully progress along it's five vectors. Additionally, the learning center will be an active arm of our community tasked with the job of ensuring that training for divers at the various diving schools is in line with what is needed out in the fleet. This will be done by soliciting from the fleet what the present jobs that Navy divers are performing and overseeing what these schools teach, and by ensuring they have the facilities and monies required to make the training successful.

We have ordered Master Diver Curtis into the Diving Learning Center to start preparations required to guarantee success in this new endeavor. During the construction of this process you may be called on to assist in one way or another, possibly by accurately filling out Job Task Analysis surveys, providing training requirements or

possibly descriptions of each diving job at your command. Whatever you are asked to provide remember that accurate input/information from the fleet is required to produce an effective product that will help our community. Our goal is to build the most effective training in support of our community and man the community with effective/qualified personnel.

Stand by for more exciting changes in the near future. We plan on breaking some old and ineffective SOP's and paradigms to make this work. And knowing divers the way I do, if anybody can make something work NAVY DIVERS CAN!

*Diving and Salvage Detailer  
PERS 401DC*

## EOD

As a new quarter starts I encourage you to communicate with your chain of command, career counselor and your command master chief to get the best career advice you need to stay Navy and progress. Your CCCs can provide you with the latest changes in Navy policy and that combined with the CMC being in constant dialogue with the senior enlisted leadership of the EOD community and our fleet counterparts can fill in the picture. Your CMC will know the latest information pertaining to critical fill billets and can best advise you on your next step.

With that said, we always need volunteers to fill essential billets. NAVSCOLEOD in Eglin, Florida needs instructors badly, as does EOD Training and Evaluation Unit One in San Diego. Without instructors at these two specific locations, the EOD community will not be able to properly train and graduate the new EOD Technicians, nor can we provide the essential tactical training required prior to fleet up to an EOD Mobile Unit after graduation. If interested, let your CMC know and we'll work together to get you into one of these billets.

If you are looking for shore detachments, keep in mind that most of the East Coast detachments have only 4 enlisted billets and they all have long waiting lists. I do need

Techs for China Lake, Fallon, and Det Yoko in Japan. EOD Technical Division has some new and interesting jobs available as well.

The community recently bid farewell to an exceptional Senior Chief / Master EOD Technician. Our EPMAC Readiness Placement Officer, ICCS Robert White retired following the recent annual EOD / DIVER conference in New Orleans. He greatly aided me in getting your orders out the past three years. Master Chief Jim Walker is his able replacement and I am certain he will do a fine job. Master Chief Rich Graves will start turning over with our current community manager, MCPO Steve Marshall. Both of my 'Buperian' peers have made my job function more effectively, which services you, the Fleet EOD Sailor better. Make sure you thank them in the future if you get the chance. Believe me, they are constantly working projects that improve everything from your rotation and placement status to specialty pay and bonuses.

*EOD Detailer  
PERS 401DF*

## Career Decisions

Carefully planning your career path is one of the most important things you can do. The billets and professional qualifications that you earn in those billets are a crucial ingredient to your success. Your superior performance in those assignments will contribute to your overall immediate and future career success. Your success with diverse and challenging assignments enhances your chances for promotion, especially as you strive into the "khaki" ranks.

The detailers receive phone calls from Petty Officers asking, "I've done a Leading Petty Officer tour and I also have earned my SCW pin, what else is there?" Don't lose sight of the total picture. Sustained superior performance and multiple Leading Petty Officer tours at different commands will expand your horizon and build upon your leadership skills. It is when you reach the senior levels that your leadership and technical skills matter the most!

Recently, the detailers have been receiving many phone calls from Seabees asking for easy jobs so that they can put all of their time and effort into college degrees. College is great and a lot of Seabees take classes prior to separating from the Navy to set themselves up for civilian life. You need to



find a happy medium to be able to balance both your job and your personal educational goals. It is good common sense to take classes while you are on shore duty. Realistic expectations, personal dedication and the ability to balance work and school will be critical to successfully completing after hours courses. College is looked at on selection boards, but more importantly to Navy promotion is "Sustained Superior Performance" and leading from the front. Promotion will come from taking the hard jobs and excelling, not simply from the number of degrees you earn.

A word of experience from the detailer chair - on the flip side of this issue, I also receive numerous calls from those wanting to return to active duty because the civilian world wasn't what they had anticipated. The most common complaints are "the pay does not equal what I made in the military," "the benefits were much better when I was in," and "I had much more time off to spend with family and friends when I was in the Navy."

I encourage you to explore all your options prior to making a decision that will affect both you and your family. Speak with your chain of command and career counselor to ensure you have all the facts necessary. We'd like you to Stay Navy.

*SW/EA/BU E6 and Below Detailer  
PERS 401CE  
UT/CE E6 and Below Detailer  
PERS 401CD1*

## Seabee Chiefs

I am CECS (SCW) Kevin Ormanoski, the new NCF CPO detailer, I'm reporting from a rewarding tour with NMCB 4. I am looking forward to this challenging assignment and hope to meet each and every one of you either by phone, E-mail, or in person as I make my way about the NCF. I will make every attempt to detail you to where you would like to go, but as you consider your next assignment keep in mind your career path. If you're on shore duty plan on returning to sea duty to an NMCB. You can stay competitive for advancement on shore duty by taking the challenging shore assignments. As you move up in rank you should realize that billet choices limited, and I would ask you to be flexible as you plan your next assignment. There is more to the NCF than just Gulfport or Port Hueneme, don't plan your career by trying to stay in one area for 20 years. I look forward to working with you if you have any questions or concerns feel free to contact me.

*E7 Detailer  
PERS 401CC1*

## Instructor Duty For Top Seabees

Instructor Duty billets are very important billets and we are looking for highly motivated and squared away E5 and E6 people to fill them. Currently the Seabee training (NCTC) sites, which are located in Fort Leonard Wood, Missouri, China Lake, California, Port Hueneme, California and Gulfport, Mississippi need top caliber Seabees. This is a great opportunity in several areas including: advancement, to acquire your Master Training Specialist designation, to hold leadership positions and to directly influence the future of the Naval Construction Force.

Do you have what it takes? The requirements for instructor duty are: be a hard charger, SWC Qualified, an above average performer and most importantly, be within all PFA standards.

*CM/EO E6 and Below Detailer  
PERS 401CF1*

## Promotion

Congratulations to all of our new petty officers! Now that you have put your new crow on, what have you done to prepare yourself for your next advancement? Yes, your next promotion. Now is the time to start with your professional courses, leadership courses and studying. Military requirements are a must study requirement with the addition of this category to the advancement exams. Have you earned your warfare pin? When was the last time you were in a NMCB? Looking at the overall results, those personnel in NMCBs did very well with their promotion percentages.

For those chiefs and senior chiefs preparing for the selection boards, have you ordered you microfiche and Performance Summary Record (PSR) to verify that they are current? Have you put together a package for the board? Have you asked a Master Chief to look at your record and package to see what if anything you are missing? Don't duplicate pages already in your record, the board members have hundreds of pages per candidate to look through, but they will and do look at everything sent in. Packages sent in, however, do not become a permanent part of your service record. A separate copy must be sent to the proper

PERS code to initiate a change.

*RAO & E8/9 Detailer  
PERS 401C*

## SEAL Link

Naval Special Warfare is currently engaged in the Global War on Terrorism. Motivated and qualified SPECWAR candidates are encouraged to submit packages for BUD/S in accordance with MILPERSMAN 1220-100. See your command career counselor for more details and check the web at [www.swcc.navy.mil](http://www.swcc.navy.mil).

If you are currently a member of NSW, and are interested in advancing your career, you should consider a rewarding and career enhancing tour overseas. We currently have billets at NSWU-1 and NSWU-4. Both of these commands are type 4 duty, meaning if you are eligible for the E7 to E9 selection board, you will earn the maximum points allowed for the type of duty you are currently in. For the FY-03 CPO selection board, those members serving in type 4 duty received 20 points towards selection compared to 5 points for those at shore duty and 10 points for those at regular sea duty. The units abroad stand ready to respond to any crisis each and every day. Apply now and get involved!

If you have done your time at SEA and are ready for some shore duty, we currently have several billets in the chief and senior chief paygrades at the Naval Academy in Annapolis, Maryland. These jobs offer an excellent opportunity to groom future naval leaders, while earning a college degree, or simply having quality time with your family. These billets are ready for immediate fill, so contact me now.

*SEAL Detailer  
PERS 401DE*



# SWCC

There are many misconceptions about close looping and source ratings in the SWCC Community. Personnel holding the NEC 5350 or 5351 are not required to cross rate since they are not close looped. Personnel with the 5352 NEC are close looped and are required to convert to a source rating. The source ratings are BM, DC, EM, EN, ET, GM, HT, IC, IS, MM, MR, MS, OS, QM, IT, and SM.

The SWCC SRB rates change frequently, so I encourage you to check with your career counselor or chain of command to make sure you have the latest rates published.

NSW Force 21 is based on Squadron deployments and a twenty-four month cycle. This cycle means that PRDs need to align with the deployment and training cycles. To stay at your SBT you need to have 24 months left on your PRD when you return from deployment.

If you do not have enough obligated service and PRD time to complete the next cycle you have a few options.

Option one, upon completion of sea tour, roll to shore.

Option two, obliserve for another deployment cycle.

Option three, if you don't want to continue the next deployment cycle, but have not fulfilled your sea obligation seek another duty station.



The Force 21 billet structure and the 24-month deployment cycle does not support other options.

The key to career planning is to actually plan. Make sure that you work with your Command Retention Team, they will enable you to meet you career goals and increase the chances that you end up where you want to be.

*SWCC Detailer  
PERS 401DI*

## Seabees/SPECWAR/SPECOPS/Diver (PERS 401) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the EOD Detailer (p401df):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p401df@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

| PERS Code | Title                     | DSN      |
|-----------|---------------------------|----------|
| p401      | Branch Head               | 882-3569 |
| p401c     | Branch Master Chief       | 882-3571 |
| p401a     | Seabee Admin Assistant    | 882-3575 |
| p401a     | SEAL/EOD/Diver/SWCC Asst. | 882-3622 |
| p401c     | RAO/All E8-E9s            | 882-3571 |
| p401cc1   | All E7s                   | 882-3559 |
| p401cd    | CE/UTE1-E6                | 882-3570 |
| p401cd1   | CE/UTE1-E6                | 882-3565 |
| p401ce    | BU/EA/SW E1-E6            | 882-3556 |
| p401ce1   | BU/EA/SW E1-E6            | 882-3653 |
| p401cf    | EO/CM/E1-E6               | 882-3567 |
| p401cf1   | EO/CME1-E6                | 882-3568 |
| p401d     | SEAL/EOD/DIVER/SWCC RAO   | 882-3560 |
| p401de    | Special Warfare           | 882-3563 |
| p401df    | EOD                       | 882-3564 |
| p401dc    | Fleet Diver               | 882-3561 |
| p401de1   | In-service Recruiter      | 882-3574 |
| p401de2   | SEAL HME1-E6              | 882-3572 |
| p401dh    | Schools Coordinator       | 882-4261 |
| p401dh2   | Special Warfare PH        | 882-3557 |
| p401di    | SWCC                      | 882-3573 |
| p401de2   | SEAL HM                   | 882-3572 |
| Fax       | 882-2716                  |          |